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# SENATE CONCURRENT RESOLUTION

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REQUESTING THE DEPARTMENT OF ACCOUNTING AND GENERAL SERVICES TO  
DEDICATE ONE PRIVATE ROOM IN THE HAWAII STATE CAPITOL  
BUILDING FOR EMPLOYEES AND VISITORS TO BREASTFEED OR  
EXPRESS MILK.

1 WHEREAS, the American Academy of Pediatrics, American  
2 College of Obstetricians and Gynecologists, American Academy of  
3 Family Physicians, Academy of Breastfeeding Medicine, American  
4 College of Nurse-Midwives, American Dietetic Association,  
5 American Public Health Association, World Health Organization,  
6 and many other health organizations recommend that infants be  
7 exclusively breastfed for the first six months of life and  
8 continue to be breastfed until twelve months of age or longer;  
9 and

10  
11 WHEREAS, over three-quarters of women who give birth in  
12 Hawaii and breastfeed at least once are likely to continue  
13 breastfeeding eight weeks after delivery; and

14  
15 WHEREAS, federal and state law require employers to provide  
16 reasonable break time and a location, other than a bathroom, for  
17 employees to express breast milk; and

18  
19 WHEREAS, Hawaii's employment practices law prohibits  
20 employers and labor organizations from refusing to hire or  
21 employ, barring or discharging from employment, withholding pay  
22 from, demoting, or penalizing a lactating employee for  
23 breastfeeding or expressing milk at the workplace; and

24  
25 WHEREAS, in 2011, the United States Surgeon General's *Call*  
26 *to Action to Support Breastfeeding* identified barriers to  
27 optimal breastfeeding in health care practices, employment,  
28 communities, research, public health infrastructure, public and  
29 professional education, and social networks, and recommended  
30 methods in which families, communities, employers, and health



1 care professionals may help eliminate those barriers to improve  
2 breastfeeding rates and increase support for breastfeeding; and  
3

4 WHEREAS, the United States Surgeon General's *Call to Action*  
5 *to Support Breastfeeding* also estimates savings of  
6 \$13,000,000,000 if ninety percent of families in the United  
7 States followed guidelines to exclusively breastfeed and  
8 \$10,500,000,000 would be saved if eighty percent followed the  
9 guidelines; and  
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11 WHEREAS, in 2019, the United States Breastfeeding  
12 Committee's *Hawaii Breastfeeding Report* defined the optimal  
13 breastfeeding rate as ninety percent of infants breastfed  
14 according to medical recommendations and estimated the resulting  
15 medical costs of sub-optimal breastfeeding in Hawaii are  
16 \$7,297,260, the non-medical costs of sub-optimal breastfeeding  
17 in Hawaii are \$3,811,290, and the death costs of sub-optimal  
18 breastfeeding rates are \$34,300,525; and  
19

20 WHEREAS, research shows that breast milk and breastfeeding  
21 provide advantages with regard to general health, growth, and  
22 development, while significantly decreasing the risk of a large  
23 number of acute and chronic diseases such as sudden infant death  
24 syndrome, asthma, allergies, diabetes, diarrhea, atopic  
25 dermatitis, viral and bacterial infections, childhood obesity,  
26 childhood leukemia, necrotizing enterocolitis, and infant  
27 mortality; and  
28

29 WHEREAS, mothers who breastfeed have a decreased risk of  
30 breast, uterine, and ovarian cancer; postpartum depression;  
31 anxiety disorder; cardiovascular disease; and osteoporosis later  
32 in life; and  
33

34 WHEREAS, the nutrients exclusive to breast milk are vital  
35 to the growth, development, and maintenance of the human brain  
36 and cannot be manufactured; and  
37

38 WHEREAS, breastfeeding has positive economic impacts on  
39 families by decreasing the need to pay for medical care for a  
40 sick infant and eliminating the need to purchase infant formula;  
41 and  
42



1 WHEREAS, the Centers for Disease Control and Prevention's  
2 *The CDC Guide to Strategies to Support Breastfeeding Mothers and*  
3 *Babies* recognizes higher rates of breastfeeding initiation and  
4 duration amongst women on maternity leave, who have  
5 breastfeeding support programs in the workplace, or who work  
6 part-time in lieu of full-time; and  
7

8 WHEREAS, the health benefits of breastfeeding result in  
9 lower health care costs for employers, less time off for  
10 employees to care for sick children, enhancement of an  
11 employer's image, and higher productivity and employee loyalty;  
12 and  
13

14 WHEREAS, employers, employees, and society benefit from  
15 supporting a mother's decision to breastfeed and from reducing  
16 the obstacles to initiating and continuing breastfeeding; and  
17

18 WHEREAS, the United States Office of Personnel Management's  
19 *Guide for Establishing a Federal Nursing Mother's Program*  
20 identified federal agencies with successful worksite programs:  
21 National Security Agency; National Institutes of Health;  
22 Department of Energy Headquarters; and the Congressional  
23 Program; and  
24

25 WHEREAS, this body recognizes the unique health, economic,  
26 and societal benefits that breastfeeding provides to infants,  
27 mothers, families, and the community as a whole and affirms that  
28 the State of Hawaii should work to ensure barriers to the  
29 initiation and continuation of breastfeeding are removed; and  
30

31 WHEREAS, this body encourages employers to strongly support  
32 and encourage breastfeeding by striving to provide appropriate  
33 space and time accommodations to allow employees to express  
34 milk; now, therefore,  
35

36 BE IT RESOLVED by the Senate of the Thirtieth Legislature  
37 of the State of Hawaii, Regular Session of 2019, the House of  
38 Representatives concurring, that the Department of Accounting  
39 and General Services is requested to dedicate one private room  
40 in the Hawaii State Capitol Building for employees and visitors  
41 to breastfeed or express milk, and which is equipped with



1 cleaning supplies, an electrical outlet for electronic breast  
2 pump usage, and a refrigerator to store breast milk; and  
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4 BE IT FURTHER RESOLVED that the room be dedicated to  
5 Dr. Sylvia Pager, who was the first International Board-  
6 Certified Lactation Consultant Physician in Hawaii and worked to  
7 support and protect breastfeeding families in Hawaii; and  
8

9 BE IT FURTHER RESOLVED that certified copies of this  
10 Concurrent Resolution be transmitted to the Governor,  
11 Comptroller, Building Manager of the State Capitol Building, and  
12 Dr. David Pager.

